DDA/OP/EBS/RD

Automation and Expansion of
Retirement Programs

Date of Full Operating Capability: 1989

Cost Estimate:

	1988	1989
Positions	4 FT + 1 PT	
Funds	$675,000	$428,000

Problem to be addressed:

Legislation will be passed in Congress by 30 April 1986 to establish a new supplemental retirement system for employees hired since 1 January 1984 and concurrently provide authority for the CIA to administer the retirement programs for all Agency employees. The effective date for implementation of the new plan will be 1 January 1987. Additional resources and automation capabilities are absolutely essential in taking on these additional legislative requirements. Currently, only minimal automation capability exists within Retirement Division. With requirements increasing in all phases of retirement processing, automation is essential to absorbing the additional programs.

Proposal:

The Office of Personnel requires additional human resources for administration of the expanded programs and computer support systems must be designed to absorb future changes in retirement laws. By 1988, there will already have been two years experience with the new programs. Over 800 retirees will have been added to the annuitant roles. This is twice the number anticipated under existing systems. In addition, over 4,000 resignees with associated retirement refunds, deferred annuities and other record keeping requirements will have been processed. Mechanisms must also be designed to handle the thrift plan portion of the new plan. To meet these demands, in addition to automation, resources in the form of two employee benefits officers, a systems administrator, one full-time secretary and one part-time secretary/typist will be required. The above requested funding provides for these position requirements and the development of automation hardware and software requirements for retirement processing and support services. The FY-88 cost breakdown is as follows: software development $375K; equipment $210K; and personnel $90K.

Coordination:

Coordination, thus far, has been with Office of Information Technology representatives assigned to OP's Systems Development and Operations Branch, and the Office of Finance.